



c. Fair, safe and productive workplaces

Labour Program

# Workplace Bulletin

August 15, 2011

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The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

## In this issue

	Page
Wage Adjustments, June and Second Quarter 2011.....	1
Major Work Stoppages .....	15
Coming in the Next Issue .....	16
For More Information .....	17
Mailing List	
Add or Remove My Name .....	17

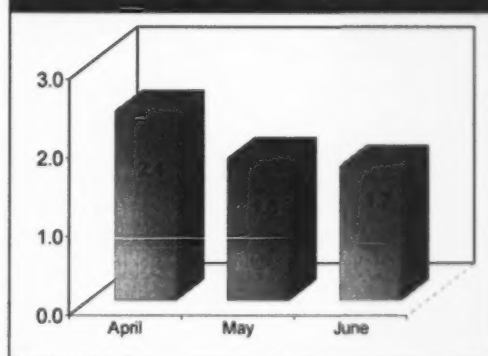
## Canadian Labour in Profile: Wage Adjustments, June 2011

Major collective bargaining settlements reached in June 2011 provided a wage increase averaging 1.7% annually. These results are based on a review of 39 settlements and cover 131,720 employees. In May 2011, the average wage increase was 1.8%, while in April 2011, it was 2.4%, the highest increase reported thus far in 2011.

In previous negotiations, contract durations averaged 37.4 months, with an average wage adjustment of 3.0%. Contract durations in June 2011 averaged 40.9 months, with an average wage adjustment of 1.7%.

In the private sector in June 2011, wage adjustments averaged 2.3% for 35,020 employees, whereas 96,700 public-sector employees received wage adjustments averaging 1.5%. The highest wage increase in the private sector was seen from a collective agreement reached between Boeing Canada Technology in Winnipeg, Manitoba, and its 1,040 employees, resulting in an average annual adjustment of 3.3% over a three-year period. The H.J. Heinz Company and its 700 employees in Leamington, Ontario, signed a four-year collective agreement that saw the lowest average yearly wage increase (0.8%). In the public sector, 3,850 employees of Hydro One Inc. in Ontario received a wage adjustment of 3% per year over two years. In British Columbia, 860 employees of the University of the Fraser Valley are subject to a wage freeze for two years.

Percentage wage adjustments in major settlements, by month



In the private sector, Canada Safeway Limited supermarkets ratified four agreements affecting 9,800 employees, most of them located in Alberta. They obtained wage adjustments averaging 2.8% to 3.0% per year under a four-year collective agreement. In the public sector, the City of Toronto Police Department signed a similar agreement with its 7,820 employees, while the Ontario Hospital Association is signing a three-year agreement that will give a 0.9% annual wage increase to 54,000 employees, comprised mainly of nurses. The City of Calgary is granting annual wage adjustments averaging 2.8% to nearly 7,000 employees over a three-year period. In the federal jurisdiction, TELUS Communications Company and its 13,000 employees ratified a five-year agreement where they will receive an average wage increase of 2.0%.

On an industry basis, employees in public services obtained the highest wage gains, averaging 3.0% (Hydro One Inc. and Bruce Power L.P.). The lowest average was in the education, health, and social services sector at 1.1% (Ontario Hospital Association and University of the Fraser Valley).

On a jurisdictional basis, the highest average in wage adjustments was in Alberta and Saskatchewan at 2.6% (City of Calgary and Canada Safeway Limited), while the lowest average was in British Columbia at 0.8% (University of the Fraser Valley).

In June 2011, the average wage adjustment of 1.7% was lower than the Consumer Price Index (CPI) at 3.1%.

*\* Note: All data compiled in this review involves major collective agreements covering 500 or more employees across Canada.*

### Average Annual Percentage Wage Adjustments by Month

	2011		
	April	May	June
<b>Sectors</b>			
Public Sector	2.6	1.5	1.5
Private Sector	2.0	2.3	2.3
<b>All Industries and Jurisdictions</b>			
Average Annual Adjustment	2.4	1.8	1.7
Without Cost-of-Living Allowance	2.6	1.7	1.7
With Cost-of-Living Allowance	2.0	2.3	2.1
First-Year Adjustment	1.6	0.5	1.1
Without Cost-of-Living Allowance	2.4	0.5	1.0
With Cost-of-Living Allowance	0.2	0.4	1.6

	2011		
	April	May	June
<b>Industries</b>			
Primary Industries	4.0	3.6	-
Utilities	3.4	-	3.0
Construction	1.9	2.0	-
Manufacturing	0.5	1.7	1.7
Wholesale and Retail Trade	1.2	-	2.9
Transportation	3.2	2.5	2.4
Information and Culture	1.5	2.8	2.0
Finance and Professional Services	3.0	-	2.5
Education, Health, and Social Services	3.1	1.2	1.1
Entertainment and Hospitality	1.3	1.9	1.9
Public Administration	1.5	1.5	2.5
<b>Jurisdictions</b>			
Prince Edward Island	-	2.5	-
Nova Scotia	1.0	-	-
New Brunswick	-0.0	-	-
Quebec	1.8	2.7	2.4
Ontario	2.0	2.8	1.3
Manitoba	1.5	2.3	2.2
Saskatchewan	-	-	2.6
Alberta	3.0	1.6	2.6
British Columbia	1.3	1.3	0.8
<i>Public Service Labour Relations Act</i>	-	-	-
<i>Canada Labour Code, Part I</i>	1.8	2.5	2.1
Federal Jurisdiction	1.8	2.5	2.1

## Canadian Labour in Profile: Wage Adjustments, Second Quarter 2011

Major collective bargaining settlements reached in the second quarter 2011 provided base-rate wage adjustments averaging 2.0% annually over the contract term, higher than the 1.3% figure in the first quarter. These results are based on a review of 105 settlements and cover 269,290 employees.

When the parties to these second quarter settlements previously negotiated, the resulting wage adjustments averaged 3.2%, higher than in their current settlements. Contract duration in the second quarter 2011 averaged 39.1 months, compared to 37.3 months in the previous round of settlements.

Wage adjustments in the second quarter ranged from a wage freeze for 5,480 employees in eight agreements (six of the eight contracts are in British Columbia), to a high of 5.8% for 950 teaching assistants at the University of Windsor.

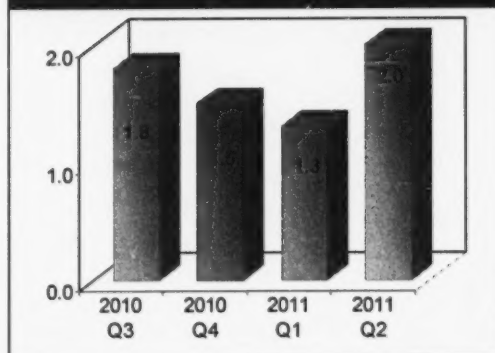
Wage adjustments in the public sector averaged 1.9%, lower than the 2.2% figure in the private sector. The public-sector average was largely influenced by wage restraint programs, mainly in British Columbia (0.3% wage adjustment in the public sector) and in Ontario (1.4%). In the private sector, there was an increase in settlement activity in the Alberta construction sector. Nine construction agreements in Alberta provided 35,500 employees (38% of employees covered in the private sector) with an average wage adjustment of 1.9%.

On a jurisdictional basis, the lowest average in wage adjustments in the second quarter was in the Atlantic provinces (1.0%) and the highest was in Saskatchewan and Alberta (both at 2.6%). The largest concentration of employees (36.9%) was in Alberta, followed by Ontario (33% of employees) where wage adjustments averaged 1.4%. In the federal jurisdiction, 10 agreements provided 30,750 employees with wage increases averaging 2.1%. Wage adjustments in the federal public sector averaged 1.5% for 6,020 employees in two agreements (Canadian Broadcasting Corporation and Royal Canadian Mint) and 2.2% in the private sector for 24,730 employees in 8 agreements (including 4,500 longshoremen with the British Columbia Maritime Employers Association recording an average annual wage increase of 2.5% and 13,000 telephone workers with TELUS Communications Company at 2.0%).

On an industry basis, the highest average in wage adjustments in the second quarter was in primary industries at 3.9%, followed by the utilities sector at 3.0%. The lowest average was recorded in the manufacturing sector at 1.5%; the second lowest average adjustment was in the entertainment and hospitality sector, at 1.6%. The largest concentration of employees (40.3%) was in the education, health, and social services sector where wage adjustments averaged 1.8%.

Wage adjustments in the first six months of 2011 (January to June) are averaging 1.8%. During the same period, public-sector wage adjustments in the federal public administration averaged 1.5%, the same as in the provincial administration (1.5%), but wage adjustments have been higher in the local administration (municipal agreements) at 2.4%. Wage adjustments in the private sector are averaging 2.2% during the same six-month period.

Percentage wage adjustments in major settlements, by quarter





## Average Annual Percentage Wage Adjustments by Quarter

	2010		2011	
	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>
<b>Sectors</b>				
Public Sector	1.3	1.5	1.2	1.9
Private Sector	2.2	1.2	2.2	2.2
<b>All Industries and Jurisdictions</b>				
Average Annual Adjustment	1.8	1.5	1.3	2.0
Without Cost-of-Living Allowance	1.8	1.5	1.3	1.9
With Cost-of-Living Allowance	1.9	1.7	3.0	2.1
First-Year Adjustment	2.4	1.2	0.9	1.2
Without Cost-of-Living Allowance	2.5	1.2	0.8	1.4
With Cost-of-Living Allowance	0.8	0.4	2.9	0.6
<b>Industries</b>				
Primary Industries	3.5	3.7	-	3.9
Utilities	0.0	2.0	3.0	3.0
Construction	2.3	2.1	-	1.9
Manufacturing	1.6	1.5	1.1	1.5
Wholesale and Retail Trade	1.8	0.7	0.6	2.5
Transportation	2.1	2.2	2.5	2.5
Information and Culture	0.9	0.6	-	2.0
Finance and Professional Services	3.6	-	2.7	2.6
Education, Health, and Social Services	1.2	1.4	1.0	1.8
Entertainment and Hospitality	-	2.2	2.0	1.6
Public Administration	1.8	1.6	1.7	2.0
<b>Jurisdictions</b>				
Prince Edward Island	-	3.4	2.0	2.5
Nova Scotia	1.2	-	1.0	1.0
New Brunswick	1.8	1.4	1.5	-0.0

	2010		2011	
	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>
<b>Jurisdictions (continued)</b>				
Quebec	1.8	1.2	1.2	2.2
Ontario	2.1	1.4	2.4	1.4
Manitoba	1.2	1.4	1.4	1.9
Saskatchewan	2.9	2.4	-	2.6
Alberta	2.7	2.0	1.1	2.6
British Columbia	0.7	1.5	0.2	1.2
Territories	-	-	2.7	-
<i>Public Service Labour Relations Act</i>	-	1.7	1.5	-
<i>Canada Labour Code, Part I</i>	1.7	2.2	2.6	2.1
Federal Jurisdiction	1.7	1.7	2.0	2.1

### Average Annual Percentage Wage Adjustments by Year

	2008	2009	2010	2011
<b>Sectors</b>				
Public Sector	3.5	2.5	1.6	1.6
Private Sector	2.5	1.8	2.1	2.2
<b>All Industries and Jurisdictions</b>				
Average Annual Adjustment	3.2	2.4	1.8	1.8
Without Cost-of-Living Allowance	3.4	2.4	1.8	1.7
With Cost-of-Living Allowance	1.7	2.3	1.9	2.2
First-Year Adjustment	3.6	2.5	1.8	1.1
Without Cost-of-Living Allowance	3.8	2.6	1.8	1.2
With Cost-of-Living Allowance	1.9	1.9	1.3	0.8

	2008	2009	2010	2011
<b>Industries</b>				
Primary Industries	4.3	2.5	3.3	3.9
Utilities	2.3	3.0	1.4	3.0
Construction	5.4	3.7	2.4	1.9
Manufacturing	1.2	1.7	1.5	1.5
Wholesale and Retail Trade	2.8	1.8	1.1	2.3
Transportation	3.1	1.1	2.2	2.5
Information and Culture	2.0	2.0	0.8	2.0
Finance and Professional Services	2.8	2.5	3.2	2.6
Education, Health, and Social Services	3.8	3.0	1.6	1.5
Entertainment and Hospitality	1.9	2.0	2.2	1.7
Public Administration	2.7	2.1	1.5	1.9
<b>Jurisdictions</b>				
Newfoundland and Labrador	5.0	5.0	1.7	-
Prince Edward Island	3.0	3.6	2.7	2.1
Nova Scotia	4.1	2.9	1.5	1.0
New Brunswick	3.7	6.0	2.0	1.2
Quebec	2.4	2.2	1.5	1.5
Ontario	2.6	2.4	2.0	1.6
Manitoba	3.4	2.9	2.1	1.6
Saskatchewan	5.1	5.0	2.4	2.6
Alberta	4.8	4.5	3.5	2.5
British Columbia	2.5	2.8	0.2	0.5
Territories	4.4	2.4	2.2	2.7
Multiprovince	-	0.0	-	-
<i>Public Service Labour Relations Act</i>	2.9	1.7	1.7	1.5
<i>Canada Labour Code, Part I</i>	2.9	1.3	1.9	2.2
Federal Jurisdiction	2.9	1.6	1.7	2.1

*Note: Data for 2011 cover the months of January through June.*

### Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 2001

Year	Public	Private	Both Sectors
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.3	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	1.6	2.1	1.8
2011	1.6	2.2	1.8

*Note: Data for 2011 cover the months of January through June.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the [Technical Notes](#) (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

#### **OTHER DETAILED TABLES**

Other detailed tables (PDF format, 181 KB) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors (public and private), jurisdictions, and industries.



**Major Settlements Reached in June 2011**

<b>Employer, Location, Union, Affiliation, and Bargaining Unit</b>	<b>No. of Employees</b>	<b>Avg. Ann.% Adj.</b>	<b>Duration (months)</b>	<b>Expiry Date</b>
<b>Utilities</b>				
Hydro One Inc. province-wide, Ontario Canadian Union of Public Employees (CLC) office employees; general tradesmen; technical employees	3,850	3.0	24.0	Mar 31, 2013
Bruce Power L.P. Toronto, Ontario International Federation of Professional and Technical Engineers (AFL-CIO/CLC) scientific and other professional employees	1,160	2.9*	48.0	Dec 31, 2014
<b>2 agreements</b>	<b>5,010</b>	<b>3.0</b>	<b>29.6</b>	
<b>Manufacturing</b>				
Boeing Canada Technology Winnipeg, Manitoba National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW- Canada) (CLC) plant and maintenance employees	1,040	3.3*	36.1	Jun 20, 2014
H.J. Heinz Company of Canada Ltd. Leamington, Ontario United Food and Commercial Workers Canada (CtW/CLC) plant and maintenance employees	700	0.8*	48.0	Apr 30, 2015
Electro-Motive Canada Company London, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (CLC) plant and maintenance employees	620	0.0	6.9	Dec 31, 2011
Royal Canadian Mint Ottawa, Ontario, and Winnipeg, Manitoba Public Service Alliance of Canada (CLC) production employees; office employees	520	1.8	36.0	Dec 31, 2013
<b>4 agreements</b>	<b>2,880</b>	<b>1.7</b>	<b>32.7</b>	

Employer, Location, Union, Affiliation, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
<b>Wholesale and Retail Trade</b>				
Canada Safeway Limited province-wide, Alberta United Food and Commercial Workers Canada (CtW/CLC) retail employees	6,800	2.9	48.0	Mar 22, 2014
Canada Safeway Limited Regina and Saskatoon, Saskatchewan International Longshore and Warehouse Union (CLC) retail employees	1,250	3.0	48.3	Jun 21, 2014
Canada Safeway Limited Southern Region, Alberta United Food and Commercial Workers Canada (CtW/CLC) retail employees	900	2.8	48.0	Mar 22, 2014
Canada Safeway Limited Northern Region, Alberta United Food and Commercial Workers Canada (CtW/CLC) retail employees	850	2.8	48.0	Mar 22, 2014
<b>4 agreements</b>	<b>9,800</b>	<b>2.9</b>	<b>48.1</b>	
<b>Transportation</b>				
Air Canada system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) (CLC) passenger agents; customer service employees	3,800	2.3	48.0	Feb 28, 2015
Aeroguard Company Ltd. Richmond, British Columbia International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) security guards; supervisors	840	3.0	12.0	Mar 31, 2012
<b>2 agreements</b>	<b>4,640</b>	<b>2.4</b>	<b>41.5</b>	

Employer, Location, Union, Affiliation, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
<b>Information and Culture</b>				
TELUS Communications Company Canada-wide Telecommunications Workers Union (CLC) telephone operators; craft and service employees; administrative services employees	13,000	2.0*	61.3	Dec 31, 2015
Bell Canada province-wide, Quebec and Ontario Communications, Energy and Paperworkers Union of Canada (CLC) sales employees	760	2.1	36.0	Dec 31, 2013
<b>2 agreements</b>	<b>13,760</b>	<b>2.0</b>	<b>59.9</b>	
<b>Finance and Professional Services</b>				
Canadian Imperial Bank of Commerce-Visa Centre Toronto, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC) office employees; technical employees	630	3.0	36.0	Jun 30, 2014
Pacific Blue Cross, British Columbia Life & Casualty Company Vancouver, British Columbia Canadian Union of Public Employees (CLC) office employees; technical employees	600	1.9	48.0	Jul 31, 2014
<b>2 agreements</b>	<b>1,230</b>	<b>2.5</b>	<b>41.9</b>	
<b>Education, Health, and Social Services</b>				
Ontario Hospital Association province-wide, Ontario Ontario Nurses' Association (Independent-national) nurses	45,000	0.9	36.0	Mar 31, 2014
Ontario Hospital Association province-wide, Ontario Ontario Public Service Employees Union (CLC) paramedical technical employees	9,000	0.9	36.0	Mar 31, 2014

Employer, Location, Union, Affiliation, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
<b>Education, Health, and Social Services (continued)</b>				
University of Alberta Edmonton, Alberta Association of Academic Staff: University of Alberta (Independent-local) professors; librarians; faculty employees	2,800	1.9	24.0	Jun 30, 2013
University of Ottawa Ottawa, Ontario Association of Part-time Professors of the University of Ottawa (Independent-local) lecturers	2,300	1.7	36.0	Aug 31, 2013
University of Calgary Calgary, Alberta The University of Calgary Faculty Association (Independent-local) professors; librarians; instructors	2,150	2.0	24.0	Jun 30, 2013
River East Transcona School Division Winnipeg, Manitoba Manitoba Teachers' Society (Independent-national) elementary and secondary teachers	1,160	2.3	48.0	Jun 30, 2014
Pembina Trails School Division Winnipeg, Manitoba Manitoba Teachers' Society (Independent-national) elementary and secondary teachers	940	2.3	48.0	Jun 30, 2014
University of the Fraser Valley Abbotsford, British Columbia Federation of Post-Secondary Educators of BC (CLC) instructors; librarians; support employees	860	0.0	24.0	Mar 31, 2012
University of Manitoba Winnipeg, Manitoba Canadian Union of Public Employees (CLC) lecturers; teaching assistants	800	1.5	48.0	Aug 31, 2014
St. James-Assiniboia School Division Winnipeg, Manitoba Manitoba Teachers' Society (Independent-national) elementary and secondary teachers	630	2.3	48.0	Jun 30, 2014

Employer, Location, Union, Affiliation, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
<b>Education, Health, and Social Services (continued)</b>				
Extendicare (Canada) Inc. Regina, Moose Jaw, and Saskatoon, Saskatchewan Service Employees International Union (CtW/CLC) health service employees	600	2.4	48.0	Mar 31, 2012
<b>11 agreements</b>	<b>66,240</b>	<b>1.1</b>	<b>35.7</b>	
<b>Entertainment and Hospitality</b>				
Manitoba Lotteries Corporation Winnipeg, Manitoba National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) casino employees	970	1.6	44.1	Jun 04, 2014
Cadbridge Services (Canada) Inc. – Fairmont Le Château Frontenac Québec, Quebec Syndicat démocratique des salariés du Château Frontenac (CSD) hotel employees	500	2.4	48.0	Dec 31, 2014
<b>2 agreements</b>	<b>1,470</b>	<b>1.9</b>	<b>45.5</b>	
<b>Public Administration</b>				
Toronto Police Services Board Toronto, Ontario Toronto Police Association (Independent-local) police officers	5,650	2.8	48.0	Dec 31, 2014
Ville de Montréal Montréal, Quebec Fédération des policiers et policières du Québec (Independent-national) police officers	4,500	2.6	48.0	Dec 31, 2014
City of Calgary Calgary, Alberta Canadian Union of Public Employees (CLC) inside employees; technical employees	3,790	2.8	36.1	Jan 05, 2014



Employer, Location, Union, Affiliation, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
<b>Public Administration (continued)</b>				
City of Calgary Calgary, Alberta Canadian Union of Public Employees (CLC) outside employees	3,200	2.8	36.1	Jan 05, 2014
City of Hamilton Hamilton, Ontario Canadian Union of Public Employees (CLC) inside and outside employees	3,200	1.4	48.0	Dec 31, 2014
City of Saskatoon Saskatoon, Saskatchewan Canadian Union of Public Employees (CLC) inside and outside employees	1,640	2.3	36.0	Dec 31, 2012
Regional Municipality of Durham Whitby, Ontario Canadian Union of Public Employees (CLC) inside employees	1,500	2.2	36.0	Mar 31, 2014
Toronto Police Services Board Toronto, Ontario Toronto Police Association (Independent-local) police cadets	1,220	2.8	48.0	Dec 31, 2014
Government of Quebec province-wide, Quebec Association professionnelle des ingénieurs du gouvernement du Québec (Independent-national) engineers	1,040	1.2	60.0	Mar 31, 2015
Toronto Police Services Board Toronto, Ontario Toronto Police Association (Independent-local) office employees; technical employees	950	2.8	48.0	Dec 31, 2014
<b>10 agreements</b>	<b>26,690</b>	<b>2.5</b>	<b>43.9</b>	

Employer, Location, Union, Affiliation, and Bargaining Unit	No. of Employees	Avg. Ann.% Adj.	Duration (months)	Expiry Date
<b>TOTAL</b>				
<b>4 Agreements With the Cost-of-Living Allowance</b>	<b>15,900</b>	<b>2.1</b>	<b>58.1</b>	
<b>35 Agreements Without the Cost-of-Living Allowance</b>	<b>115,820</b>	<b>1.7</b>	<b>38.5</b>	
<b>39 Agreements in Total</b>	<b>131,720</b>	<b>1.7</b>	<b>40.9</b>	

**\* Cost-of-Living Allowance**

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the Technical Notes ([PDF format, 200KB](#)).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

## Major Work Stoppages

Involving 500 or more employees, from **July 22 to August 11, 2011**.

An updated [Weekly Report](#) and a [Year-to-Date](#) report are available on the Web site.

Employer, Location, Union, and Employees	Issue(s)	Starting	Ending
Bombardier Thunder Bay, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (700 production employees)	Wages, Benefits, Pension plan	Strike (August 09, 2011)	
Finning (Canada), division of Finning International Inc. Vancouver, British Columbia International Association of Machinists and Aerospace Workers (700 service and maintenance employees)	Wages, benefits, sub-contracting	Strike (June 22, 2011)	Strike (August 04, 2011)
Saskatchewan Association of Health Organizations Province-wide, Saskatchewan Health Sciences Association of Saskatchewan (3,000 health and social care professional employees) 50% essential services*	Wages	Rotating Strike (May 09, 2011)	Rotating Strike (August 05, 2011)
• Regina Qu'Appelle, Saskatoon, and Prince Albert Parkland Health Regions (400 health and social care professional employees)		June 21, 2011	June 24, 2011

\* Positions or group of positions that must be maintained when a strike is apprehended or declared that endangers public health and safety or is likely to cause serious irreparable harm.

**Employer, Location,  
Union, and Employees****Issue(s)****Starting****Ending**

Saskatchewan Association of Health Organizations  
Province-wide, Saskatchewan  
Health Sciences Association of Saskatchewan  
(3,000 health and social care professional employees)  
50% essential services

(continued)

Rotating Strike

Rotating Strike

- Regina Qu'Appelle, Five Hills, Prairie North, and Prince Albert Parkland Health Regions  
(300 health and social care professional employees)
- Prairie North, Kelsey Trail, Saskatoon, and Sun Country Health Regions  
(100 health and social care professional employees)
- Saskatoon Health Region  
(400 health and social care professional employees)
- Saskatoon Health Region  
(300 health and social care professional employees)
- Sunrise Health Region  
(60 health and social care professional employees)
- Regina Qu'Appelle Health Region  
(120 health and social care professional employees)
- Cypress Health Region  
(50 health and social care professional employees)
- Saskatoon Health Region  
(150 health and social care professional employees)
- Prince Albert Parkland Health Region  
(60 health and social care professional employees)

June 20, 2011

June 20, 2011

June 16, 2011

June 17, 2011

June 13, 2011

June 14, 2011

June 10, 2011

June 10, 2011

May 25, 2011

May 25, 2011

May 17, 2011

May 17, 2011

May 13, 2011

May 13, 2011

May 11, 2011

May 11, 2011

May 09, 2011

May 09, 2011

US Steel Canada Inc.  
Hamilton, Ontario  
United Steel, Paper and Forestry, Rubber,  
Manufacturing, Energy, Allied Industrial and Service  
Workers International Union  
(939 steelworkers)

Pension plan

Lockout  
(November 07, 2010)

## Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Key Negotiations—Update
- Major Work Stoppages—Update

## For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updates on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to [Collective Bargaining Information and Analysis](#) or contact the Workplace Information Division's enquiry line at: 1-877-259-8828 (toll-free number) or 819-997-3117 (Ottawa-Gatineau area).

## Mailing List—Add or Remove My Name

The *Workplace Bulletin* provides relevant information on a variety of topics. To receive the *Workplace Bulletin*, please add your name to the mailing list using the link below.

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### PRIVACY STATEMENT

